From: Cline, Richard A
To: Brooke Seawell
Subject: Re: AB 1250
Date: Sunday, April 30, 2017 10:14:40 PM

Hi Brooke, that is a standing point that has been debated - and the answer is - it depends.

Palo Alto and Redwood City and Mt. View all have higher employee to resident ratios.

Atherton and EPA and San Carlos do not.

I'm not sure the ratio is as important as the goals we are trying to accomplish. I would look at departmental comparisons in that case - community development, parks and recreation, administration, etc.

In this case, we have more administration staff, less finance, more community development, less parks and recreation, less library, more transportation, more public works and less city attorney.

We have lots of projects now requiring community development, transportation and public works staff. We are reviewing others to see if we need the amount we do.

If we were to review general fund budget vs staff count it actually flips the argument.

Cheers,

Rich Cline

On Apr 30, 2017, at 9:48 PM, Brooke Seawell <bseawell@nea.com> wrote:

Rich:

I appreciate your response and the additional information that you cite. My impression is that the ratio of Menlo Park city staff to Menlo Park residents is higher than most of our neighboring cities, especially after our most recent round of hiring. Is that incorrect? If it is correct, we should be trying to outsource services, not add additional employees that will be very difficult to get rid of in a downturn.

Brooke

From: Cline, Richard A [mailto:RACline@menlopark.org]
Sent: Sunday, April 30, 2017 9:04 PM
To: Brooke Seawell <bseawell@nea.com>
Subject: Re: AB 1250

Thanks, Brooke, for your note.

We have not increased staff to an unsupportable level. This city has never in recent history been as strong fiscally as it is today.

Definitely not when Duboc was Mayor.

We have a two tier pension plan - unlike a majority of our neighbors. Our total comp per non-police employees is right in the middle of our 13 comparable cities. We paid down $10M of unfunded retirement pension liabilities several years ago and we have recently started a pension risk fund - of about $4m to ensure against escalation. We are one of very few cities with the foresight to take these actions.

Finally, back 2008, John Boyle and I pushed for a share of calpers costs between the employees union and city - should the rate exceed 15% approximately. Back then we approved a salary hike as a trade off - and Duboc sent out emails calling us shills for giving a raise.

The recent calpers rates are nearing 20%. That one item has saved the city millions per year.

I don't expect these facts to be obvious - people have lives and the budget meetings nearly put me to sleep at times.

But this city is very strong financially.

Cheers,

Rich Cline

On Apr 30, 2017, at 7:58 PM, Brooke Seawell <bseawell@nea.com<mailto:bseawell@nea.com>> wrote:

The city of Menlo Park has already increased its staff levels to an unsupportable level. Please help to defeat AB 1250 which would accelerate Menlo Park's payroll and pension costs towards a budget meltdown.

Thanks,

Brooke

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